



State of California  
**Employment Training Panel**

Training Proposal for:  
**Northern Video Systems, Inc.**

**Agreement Number: ET09-0233**

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: K. Ohta

**PROJECT PROFILE**

Contract  
Type:      Retrainee

Industry  
Sector(s):      Wholesale Distributor

Counties  
Served:      Placer

Repeat  
Contractor:      ☐ Yes    ☒ No

Union(s):      ☐ Yes    ☒ No

Priority  
Industry:      ☐ Yes    ☒ No

No. Employees in CA:    225

No. Employees Worldwide:    325

Turnover Rate %	Manager/ Supervisor %
2%	20%

**FUNDING DETAIL**

Program Costs	Substantial Contribution	Total ETP Funding
\$101,250	\$0	\$101,250

In-Kind Contribution
\$105,000

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Average No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee	Business Skills Continuous Improvement Management Skills	107	24 - 40	0	\$450	\$12.85
				Weighted Avg: 30			
2	Retrainee Commission	Business Skills Continuous Improvement	118	24 - 40	0	\$450	\$12.85
				Weighted Avg: 30			

**Minimum Wage by County:** \$12.85 for Placer County

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☒ Yes ☐ No

\$1.56 per hour may be used to meet the Post-Retention Wage.

**Other Benefits:** Paid Sick Leave, Paid Vacation, Paid Holiday and 401K

Wage Range by Occupation	
Occupation Title	Wage Range
Administrative Staff	
Accounting	
Managers/Supervisors	
Marketing/Sales	
Warehouse	

**INTRODUCTION**

In this proposal, Northern Video Systems, Inc. (Northern Video) seeks funding for retraining as outlined below:

Since 1986, Northern Video has been a leading distributor of security, network video, and surveillance equipment. As one of the fastest growing security providers in the country, Northern Video prides itself on its extreme commitment to the customer and its ability to deliver additional services such as system design and integration.

Company officials are requesting to provide training to 225 trainees at the Rocklin facility.

Northern Video is eligible for funding under the out-of-state competition standards in Title 22, California Code of Regulations (CCR), Section 4416 (d) for services provided in California that regularly competes with providers located out-of-state.

## **Wage Criteria**

For trainees in Job Number 2, the Panel may use commission earnings to determine a trainee's hourly wage if there is a reliable history of commission payment by the employer and if actual payment can be verified in accordance with Title 22, CCR, Section 4418. Trainees wage must be equivalent to ETP's minimum wage of at least \$12.85 an hour.

## **PROJECT DETAILS**

Company representatives state that because Northern Video has experienced consistent growth, it has outgrown its small-company status and requires a better and more efficient connection with customers. Training will provide the company with a means to change and improve the way its employees approach their work, adding value to the customer service already being provided.

Northern Video representatives state that its primary goal is to become more efficient and productive. Additional company goals are to demonstrate to employees, through training that proactively upgrades occupational skills, the company's commitment both to the enhancement of employees' competencies and to productivity and overall business sustainability. All ETP-funded training listed below will be provided by internal instructors, which Northern Video has deemed to be experts in the subject matters listed below.

**Business Skills** All occupations will receive training in business skills that include project management, effective communications, effective marketing, business writing, and negotiating skills. According to the representatives this training is a significant part of Northern Video's goal, improving working place communication and productivity and gaining a competitive edge.

**Continuous Improvement** All occupations will receive training in continuous improvement training that will include statistical process control, process improvement, teambuilding, decision making, and process mapping. This training will assist the employees to work in a more cohesive environment. To remain competitive, employees will learn teamwork ideas, development and problem solving techniques.

**Management Skills** Managers and supervisors will receive training in motivation and conflict resolution training. This training will assist the managers and supervisors to be efficient and effective in meetings and presentations, while building a self-sufficient team.

## **Commitment to Training**

Northern Video represents that ETP funds will not displace the existing financial commitment to training. Indeed, Northern Video anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area.

Northern Video represents that safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

According to company representatives Northern Video, does not have a formal training budget; however, employees receive on the job training and attend classes on an-as needed basis. Currently, Northern Video provides new hire orientation, sexual harassment prevention, and basic computer operation skills.

**Frontline Worker**

The company uses several job classifications with “supervisor” or “manager” in the title. In fact, based on the nature and scope of the job duties, these employees are eligible for overtime compensation. Therefore, they meet the Panel's definition of frontline workers. (Title 22, CCR, Section 4400(ee).) With this in mind, no more than 20% of the trainee population are supervisors or managers.

**RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

N/A

## **Exhibit B: Menu Curriculum**

### **Class/Lab Hours**

24 – 40

#### **Business Skills**

- ▶ Project Management
- ▶ Effective Marketing
- ▶ Effective Communication
- ▶ Project Knowledge
- ▶ Business Writing
- ▶ Negotiating

#### **Continuous Improvement**

- ▶ Teambuilding
- ▶ Decision Making
- ▶ Process Mapping
- ▶ Process Improvement

#### **Management Skills (Only for Supervisors and Managers)**

- ▶ Motivation
- ▶ Conflict Resolution